



NSPS Newsletter

AF National Security Personnel System Office
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Current Status

The NSPS Enabling Regulations have been published in the Federal Register.

These regulations outline proposed changes to the current personnel system. It is important that you take the time to review and reflect on these changes. If you have comments, you must submit them for consideration on or before 16 March 2005.

Remember that the proposed regulations are subject to change based on consideration of formal comments received and the results of the meet and confer process with employee representatives. You have a chance to make a difference in how the final regulation is written, but only if you submit comments on or before 16 March 2005.

Visit the [DoD NSPS website](#) to read the proposed regulations. Comments may be submitted via this [website](#) or by mail to the following address:

**Comments must
be received or
before 16 March
2005**

**Program Executive Office, NSPS
Attn: Bradley B. Bunn
1400 Key Boulevard, Suite B-200
Arlington, Virginia 22209-5144**

What You Need to Know about NSPS

NSPS creates a *Total Force*.

NSPS is designed to create a Total Force work environment by helping DoD civilians gain an equal footing with their military counterparts in accomplishing the DoD mission.

NSPS emphasizes that employees' performance goals must closely align with their organization's mission objectives. It gives employees both the need and the opportunity to understand and be contributors to those objectives.

NSPS rewards employees based on their achievement of those organizational goals while preserving employee rights and benefits, including veteran's preference, merit principles and whistle blower protection, which have long been integral to the civil service.

Coming to Terms

Want to know more about NSPS but don't understand some of the terminology? Welcome to *Coming to Terms*, a section where we explain acronyms and clarify terms and phrases.

Pay Pool – Organizational elements/units or other categories of employees that are combined for the purpose of determining performance payouts. Each employee is in only one pay pool at a time.

Pay Pool Funds – Dollar value of funds set aside for a given organizational element or group of elements for the purpose of performance payouts for employees covered by that pay pool. DoD determines the policy for the minimum dollar value of pay pools.

General Pay Increase (GPI) – The general across-the-board pay increase granted by Congress and the President on an annual basis. This includes an across-the-board raise, as well as adjustments to locality pay. The GPI is expressed as a percentage (e.g., 2.3%), part of which is the across-the-board increase, and part of it is the locality increase.

Rate Range Adjustment – An adjustment (upward or downward) to the minimum and/or maximum rates for each pay band in a pay schedule, based on factors such as labor market rates, recruitment and retention information, mission requirements, operational needs, and overall budgetary constraints. SECDEF determines rate range adjustments. When rate ranges are adjusted, employees will receive a basic pay adjustment equal to the increase to the **minimum** rate of the band (not given to unacceptable performers). Funding for such increases is obtained from the GPI.

Local Market Supplement Adjustment – An adjustment (upward or downward) to the local market supplement (replaces locality pay) based on labor market factors. Such adjustments are determined by SECDEF; employees receive any increase approved for an adjustment in the local market supplement (not given to unacceptable performers). Funding for such increases is obtained from the GPI.

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